Our Office

Vice Dean for DEI

Associate Vice Dean for DEI

Director of Science Outreach

Administrative Coordinator

2 undergraduate students
Who we Serve

- Faculty
- Staff
- Graduate Students
- Undergrads
- Alumni
- Postdocs
- Community
How we Serve

Retention
Building Support & Community
Training & Workshops
Assessment
Communication
Flexibility
Recruitment

Penn Arts & Sciences
Office of Diversity, Equity, & Inclusion
University of Pennsylvania
Recruitment- Grad Students

Penn University of Pennsylvania

Diversity Equity Engagement at Penn in STEM

SACNAS Advancing Chicanos/Hispanics & Native Americans in Science

IRT
Recruitment Pathway

Pathways to Success

Science Outreach Initiative
Recruitment-Faculty & Staff

→ Inclusive Hiring Working Group
• Consultations w/ chairs & hiring committees about processes
• Meeting w/ candidates visiting campus
• Planning interview processes, questions, rubrics
Retention is about support and community building

Help people to be seen
- Grad Students
- Postdocs
- Staff
- Faculty
• Some centralized school/University efforts
  – Committee work (e.g. Supporting Native and Indigenous People at Penn)
  – Staff retention
  – Engagement via Workshops & Socials
EXPLORING IMPLICIT BIAS IN THE ACADEMY

This workshop is open to the SAS community and will explore how implicit bias shows up in everyday interactions between faculty, staff, and students. Strategies to navigate situations where implicit bias may show up will also be addressed.

Thursday
November 17, 2022
Noon-1:30 PM
(Lunch will be provided at 11:45)

G16
Irvine Auditorium

TO REGISTER

Danielle N. Gadson, Ph.D.
Assistant Professor,
Public Administration
Villanova University, DNO Consulting
& UPenn Alumna

Stephen Sheridan, Jr., MPA
Director, Office of Strategic Planning
& Institutional Effectiveness
Villanova University,
& DNO Consulting
BEYOND UNCONSCIOUS BIAS

This workshop builds on our fall implicit bias conversation. In this session, we will explore unconscious bias in the context of structural inequities and Dr. Banks will provide evidence-based strategies on how to de-bias our interactions. Participants will leave understanding how their personal biases exist within larger patterns of inequity. This workshop is open to the SAS community with a focus on faculty, postdocs, staff, and graduate students.

To accommodate schedules, the same workshop will be offered twice.

<table>
<thead>
<tr>
<th>Session 1</th>
<th>Session 2</th>
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<tr>
<td><strong>Wednesday</strong></td>
<td><strong>Thursday</strong></td>
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<tr>
<td>March 15, 2023</td>
<td>March 16, 2023</td>
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<tr>
<td>Noon-1:30PM</td>
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<tr>
<td>The Golkin Room</td>
<td>Armado Recital Hall</td>
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<tr>
<td>Houston Hall</td>
<td>Irvine Auditorium</td>
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<td>Rm 223</td>
<td>IR110</td>
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(Lunch will be provided at both sessions at 11:45AM)
Workshops

Queer-Trans Solidarity Series

We invite everyone to attend one or both workshops.

Promoting LGBTQ+ Inclusivity
AM
Join us for this interactive session which provides participants an overview of LGBTQ+ identities, terms, current issues, and tangible tips on how you can check implicit biases to effectively support those who identify within the queer community (Breakfast @ 8:45).

Malik Muhammad
Associate Director,
LGBTQ Center

Discovering Philly LGBTQ+ History in the Archives
PM
On the heels of LGBTQ+ History Month (October), come learn about Philadelphia’s rich LGBTQ+ heritage. This workshop will feature story telling, local archival objects, and interactive dialogue (Coffee & tea provided).

John Anderies
Director,
LGBTQ Center

Friday, November 18, 2022
ARCH 108
3601 Locust Walk
Philadelphia, PA
(both sessions)

sas-adol@sas.upenn.edu

Register Now
SOLO SUCCESS:
How to Thrive in the Academy When You’re the Only __________ in your Department

Carlita Faver, Ph.D.
Associate Professor,
Biology and Neuroscience
Drexel University

THUR
OCTOBER 27, 2022
9AM-12PM
The Golkin Room
Houston Hall, Rm 223

The Solo Success workshop is specifically designed to address the unique concerns of under-represented faculty members.

- Identify common challenges
- Connect with communities of support
- Learn strategies to increase productivity

For more information, join ODEI’s listserv: SAS-ODEI@SAS.UPENN.EDU

Scan to Register
INDIGENOUS TIME MANAGEMENT

Michelle Jacob, PhD
Professor,
University of Oregon
November 29, 2022
2:00 PM ET

Register here

In this webinar, you'll learn to compare and apply different time management models and philosophies by learning which Indigenous time management models will best support you in diverse activities and seasons in life and by considering which communities, beings, places, and activities will help you clarify and advance your vision.
Department Specific Workshops

• Graduate Student Mentoring
• Civility, Engagement and Respect in the Workplace (OAA/EOP)
• Implicit Bias – Graduate Student specific
• Actualizing Racial Equity throughout the Faculty Hiring Process - Damani White-Lewis, Ph.D. - GSE
Building Community

SAS Faculty & Staff, and friends of ODEI are invited to...

Come meet ODEI

Tue., Dec 6  |  3:00 - 5:00 pm

Cafe 58
Irvine Auditorium

We invite faculty and staff of the School of Arts and Sciences and friends of ODEI to meet the SAS Office of Diversity, Equity, & Inclusion. Stop by for a small bite and good company!
Save the Date
SAS - ODEI's
Spring SOCIAL
We invite the SAS Community and friends of ODEI to hang out and socialize with colleagues on Administrative Professionals Day! Please encourage Administrative Professionals in your area to attend!
Wed., Apr 26, 2023 | 3:30-5:30pm
ARCH 108
Ice Cream | Fun | Good Company

CLICK HERE TO REGISTER
(215) 746-6261
Join ODEI’s Listserv sas-odei@sas.upenn.edu
• Telling our story
• Socials
• Website
• Presentations like this one
• 1-1 Meetings
• Invited Conversations
• Committee Meetings (e.g. Council of Grad Deans, Penn Experience, Unfinished Business, DEI School Leads group)
The SAS Office of Diversity, Equity, and Inclusion supports all students, faculty, staff, post docs, and alumni in the School of Arts and Sciences. We support dialogue, inquiry, and programming that works toward creating inclusive and equitable practices to provide access to academic research environments and the pursuit of knowledge. We accomplish this through robust recruitment and retention practices, building and sustaining a caring and supportive community, and deepening knowledge as well as connection to one another.
Assessment

- Integrated throughout
- Assessing what data, information, & programs we have/need
- Working w/ departments on graduate recruitment data
- Undergrad progress to degree data
- Labeling/categorizing data
- Workday & Interfolio data
- DEI goals – data-informed & some goals involve gathering data
THANK YOU!

Brighid Dwyer, PhD
bdwyer@sas.upenn.edu